

28 Feb 1978

Memorandum for the Record

Subject:

Reference: My memo of 9 January 78, Same Subject

1. In the process of designing the format for the new WPA Wage Schedule, I noticed that it contained ~~only~~ 5 within-grade steps whereas the WP schedule for the D.C. area has ~~5xx~~ only 3 steps, and it has only grades WP-04 through WP-18 while D.C. area has 1 through 34. I called Ron Becketl at the DOD Wage Fixing Authority in the Pentagon who said that some inconsistencies still existing from ~~when~~ prior to 1968 - 1972, the FWS emergence, when a number of Govt agencies all went their own ways in administering wage grade pay schedules and classification.

History:

(a) Prior to 1968 -- Separate wage fixing authorities existed in Air Force, Navy and other govt agencies. All schedules then consisted of 3 steps.

(b) 1968 to 1972 -- Coordinated Federal Wage System established to try to coordinate wage administration throughout Federal Govt.

(c) 1972 -- Federal Wage System superseded the CFWS with same objective of alleviating inequities as to wage rates differing for same type of work. (Public Law 92-392) Also established within FWS system was the "Federal Prevailing Rate Advisory Committee with an independent Chairman ~~and~~ to advise the CSC Chairman on policy. Also set up uniform night shift differential for all employees under the system, and created the 4th and 5th steps for all grades.

2. Since 1972, the FWS has been trying to standardize the wage schedules wherever possible and feasible as practiced in varying localities. Reviewing each schedule. There are presently about 6 localities which have schedules with 3 steps, one of which is D.C. area. These schedules are based on sound prevailing rate concept in that rates are based on surveys of litho and printing industries for WP type of equipment by localities. The remainder of localities (the majority) have 5 steps and most of these fall under jurisdiction of  Rates here are administratively tied into regular wage grade wage schedule (FPM 532--Appendix V) with WP-04, Step 2 equalling WG-05, Step 2, and WP-15 equalling WG-10. So these schedules are not based on sound prevailing rates for litho jobs by geographic area. Note: Becketl mentioned that CSC Standards Division has on its list of updating of standards the one for WP Litho jobs which dates way back to 1964 and 1968. Rumor has it that new standards will result in lots of downgradings; also, the President and Congress are zeroing in on reducing current 5 steps to 2 or 1 under wage schedule.

3. Will go with 5 steps  since Agency policy is to follow lead of CSC for wage grade jobs.

Schedules are sent to us from DOD for

area. The rates are copied exactly as shown on DOD schedule.

(No computation is necessary.)

- XP/XL/XS Schedules  
have been cancelled for  
the [ ] area as of  
10/87. Positions and employees  
should be placed on the WG  
schedule. (per DOD/WFA, Mr. Burt.)